

**BYLAWS**  
**OF**  
**MIDDLE FORK WILLAMETTE**  
**WATERSHED COUNCIL**



**Adopted: October 10, 2007**

## TABLE OF CONTENTS

### **ARTICLE I. PURPOSE**

Section 1. Purpose

### **ARTICLE II. NONVOTING MEMBERS**

Section 1. Nonvoting Members

Section 2. Rights and Obligations of Nonvoting Members

### **ARTICLE III. VOTING MEMBERS**

Section 1. Power and Purpose of the Voting Members

Section 2. Records of Members

Section 3. Dues

Section 4. Selection of Voting Members

Section 5. Qualifications of Voting Members

Section 6. Suspension or Removal of Voting Members

Section 7. Resignation of Voting Members

Section 8. Quorum for Voting Membership Meetings

Section 9. Decision-Making by Voting Members

Section 10. Proxy Voting

Section 11. Voting by Mail, Fax or E-mail

Section 12. Annual Voting Membership Meeting

Section 13. Other Voting Membership Meetings

Section 14. Content of Notice

Section 15. Waiver of Notice

Section 16. Record Date

### **ARTICLE IV. BOARD OF DIRECTORS**

Section 1. Duties of the Board

Section 2. Qualifications of Directors and Composition of the Board

Section 3. Number of Directors

Section 4. Terms of Directors

Section 5. Selection of Directors

Section 6. Removal of Directors

Section 7. Resignation of Directors

Section 8. Filling Vacancies

Section 9. Conduct of Directors

Section 10. Quorum

Section 11. Decision-Making and Voting

Section 12. No Proxy Voting

Section 13. Telephonic Meetings

Section 14. Decisions Without Meetings

- Section 15. Meetings
- Section 16. Notice of Meetings
- Section 17. Waiver of Notice
- Section 18. Authority of Directors

**ARTICLE V. OFFICERS, CHAIRPERSON, AND STAFF**

- Section 1. Officers
- Section 2. Election and Term of Office
- Section 3. Removal
- Section 4. Vacancies
- Section 5. President
- Section 6. Vice President(s)
- Section 7. Secretary
- Section 8. Treasurer
- Section 9. Chair
- Section 10. Executive Director and Staff

**ARTICLE VI. COMMITTEES**

- Section 1. Establishment
- Section 2. Board Committees
- Section 3. Non-Board Committees
- Section 4. Committee Members
- Section 5. Chair
- Section 6. Committee Procedures
- Section 7. Limitations on Powers

**ARTICLE VII. MISCELLANEOUS PROVISIONS**

- Section 1. Compensation of Officers and Directors
- Section 2. Conflict of Interest
- Section 3. Tax Year
- Section 4. No Discrimination
- Section 5. Annual Financial Review

**ARTICLE VIII. AMENDMENTS**

- Section 1. Articles of Incorporation and Bylaws

NOTE: The Oregon Nonprofit Corporation Act (ORS Chapter 65) both establishes and limits the powers and procedures available to nonprofit corporations. Where any questions arise about the meaning of these bylaws, or where these bylaws are silent on an issue, the Oregon Nonprofit Corporation Act should be consulted. For assistance in updating, amending or interpreting these bylaws, contact David Atkin, attorney, at Nonprofit Support Services.

**BYLAWS**  
**OF**  
**MIDDLE FORK WILLAMETTE WATERSHED COUNCIL**

**ARTICLE I. PURPOSE**

Section 1. Purpose. The purposes of Middle Fork Willamette Watershed Council are exclusively those allowed for organizations defined under §501(c)(3) of the Internal Revenue Code. Within these limits, the purposes of Middle Fork Willamette Watershed Council include the following:

To serve as a volunteer based partnership of diverse watershed stakeholders that focuses on promoting sustainability and making the Middle Fork Willamette watershed a better place to live, work and visit, for now and future generations.

To work together as a community to restore and sustain the ecological integrity and economic viability of the watershed, and to promote local control of our future by providing effective voluntary solutions to watershed issues, to include:

- Maintain and enhance overall water quality.
- Gather, verify, and share information on present and historical watershed conditions.
- Protect and advocate for healthy riparian habitat.
- Conserve and restore native fish, wildlife, and vegetation throughout the watershed.
- Promote awareness, communication, education, learning, and participation among all people and interests within the watershed.
- Serve as a technical, financial, and educational resource for individuals and groups who wish to get involved in restoration and enhancement of the watershed.
- Develop an integrated and comprehensive watershed management program, which includes biennial Work Plans focused on maintaining, enhancing, and monitoring watershed health.
- Advocate for the social and economic stability of the communities within the

Middle Fork Willamette watershed.

- Promote the mission, purpose, and goals of the Middle Fork Willamette Watershed Council to regional, state, and national officials.

## ARTICLE II. NONVOTING MEMBERS

Section 1. ~~Nonvoting Members.~~ MFWWC may have NONVOTING MEMBERS at the discretion of the Board of Directors.

Section 2. ~~Rights and Obligations of Nonvoting Members.~~ The Board of Directors may by resolution establish categories of nonvoting membership and determine any obligations and privileges of members in those categories. The nonvoting members will not have the power to vote on the election of directors or members, or to participate in a binding vote on any corporate matters.

## ARTICLE III. VOTING MEMBERS

Section 1. ~~Powers and Purpose of Voting Members.~~ Voting Members have the power to elect and also to remove the members of the Board of Directors of Middle Fork Willamette Watershed Council, to elect and remove voting members and to vote on any amendments to the bylaws or articles which would alter the qualification, selection, removal, obligations, rights or powers of the voting members, and to vote on any other matters properly put before them for an advisory vote by the Board of Directors. The Voting Members do not have the power to make binding or enforceable decisions on matters reserved for the Board of Directors, including adopting budgets, authorizing expenditures, setting policies, or determining the organization's programs and activities.

Section 2. ~~Records of Members.~~ The secretary shall ensure that the organization maintains a current, formal, alphabetical record of the names, addresses and status of voting members and non-voting members.

Section 3. ~~Dues.~~ Annual dues, if any, will be set by the Board of Directors.

Section 4. ~~Selection of Voting Members.~~ The initial voting members shall be appointed by the Incorporator. Subsequent individuals requesting Voting Membership shall submit an application and must support mission and goals of the MFWWC. Members will receive bi-monthly mailings that announce upcoming council activities as well as document recent activities. Placement on the MFWWC mailing list confers council membership.

Section 5. ~~Qualifications of Voting Members.~~ Voting members must live in, work in, or

be affected in any way by the watershed and its resources (local citizens, private landowners, scientists, industries, recreational users, related community, business and government groups, etc); and must have attended at least one meeting of the Board of Directors or General Council in the previous six months for which a voting topic has been discussed.

Section 6. ~~Suspension or Removal of Voting Members.~~ A voting member may be expelled by the voting members or by the Board of Directors for serious misconduct which adversely affects the interests or reputation of the corporation.

Before the voting members can suspend or remove a voting member there must be not less than fifteen (15) days prior written notice of the suspension or expulsion, to the voting members, giving the reasons therefore. Further, there must be an opportunity for the member to be heard, orally or in writing, not less than five (5) days before the effective date of the suspension or removal by the voting members, or by a person or persons authorized to decide that the suspension or removal not take place.

Section 7. ~~Resignation of Voting Members.~~ Any voting member may resign at any time by sending or delivering a written resignation to the Secretary of the Corporation.

Section 8. ~~Quorum for Voting Membership Meetings.~~ The members present at a membership meeting shall constitute a quorum.

Section 9. ~~Decision-Making by Voting Members.~~ The affirmative vote of at least a majority of the voting members present at a properly called meeting, for which a quorum has been achieved, is necessary and sufficient to make decisions or pass resolutions by the voting members, unless a greater proportion is required by law, the Articles or Bylaws. All decisions require a clearly stated motion, a second, and a vote. All motions that are successfully adopted must be recorded in the written minutes.

Section 10. ~~Proxy Voting.~~ Proxy voting will not be allowed at any meeting of the voting members or as part of reaching any decision by the voting members.

Section 11. ~~Voting by Mail, Fax or E-mail.~~ No voting by mail, email or fax will be allowed at any meeting of the voting members or as part of reaching any decision by the voting members.

Section 12. ~~Annual Voting Membership Meeting.~~ There must be an annual meeting of the voting members, which will be held to elect members to the Board of Directors. It will be held during the first quarter of the calendar year at a time and location determined by resolution of the Voting Members, or by the Board of Directors, if the Voting Members do not do so, unless the meeting is set for a different period of the year.

Written notice of the Annual Meeting must be sent by first class mail, fax, or e-mail, as directed by the individual member, to all voting members entitled to receive notice, at the address, e-mail, or fax number provided by the member or as it appears in the corporate records, at least 15 days in advance of the meeting.

At the annual meeting voting members will hear and consider reports from the Board of Directors, officers and staff concerning the activities, management and budget of the corporation. Voting members will then elect the members of the Board of Directors, and also vote on any other matters for which proper notice was given. Voting will be by secret ballot if any person so requests. The failure to hold an annual meeting does not affect the validity of any corporate action.

Section 13. Other Voting Membership Meetings.

A. Regular Meetings. The corporation may hold a series of regular meetings of the voting members at times and locations set by the Board of Directors or Officers. A single notice sent by first class mail, e-mail, or fax, as directed by the individual voting member, at least seven days in advance of the beginning of the series of regular meetings will be sufficient and no further notice is required so long as the meeting dates and times which were announced do not change.

B. Special Meetings. Special Meetings of the voting members may be called by the President, by the Board of Directors or by a quorum of the voting members. Notice for a special meeting must be mailed by first class mail, e-mail, or fax, as directed by the individual voting member, at least seven days in advance of the meeting and must specify the purpose(s) for which the meeting is called. Only the business for which a Special meeting is called may be considered at the meeting.

Section 14. Content of Notice. The notice must contain the date, time, location and when required, the purpose of the meeting. Notices of Special meetings always require a statement of the purpose(s) for which the meeting is called. If amendments to the bylaws or the Articles of Incorporation will be considered, the notice must state this fact and either the exact wording or a summary of the amendments to be considered must be included with the notice.

Section 15. Waiver of Notice. Any voting member may waive the right to receive full advance notice of any meeting. Waivers of notice will be in writing, signed by the person entitled to notice, and will be given to the Secretary to be placed in the corporate records. Waivers may be signed before or after the meeting has taken place. The attendance of a voting member at any meeting without specific objection to improper notice will constitute a waiver of the full notice of that meeting.

Section 16. Record Date. The record date for determining the members entitled to receive notice of a meeting will be the day before the day on which the notice is mailed. The record date to determine the members entitled to vote at a member's meeting will be the date of the meeting.

## ARTICLE IV. BOARD OF DIRECTORS

Section 1. Duties of the Board. The Board of Directors will establish the corporation's policies and review and change them as necessary, oversee its programs and activities, appoint or employ and supervise its staff director, authorize its expenditures, oversee its financial affairs, and ensure the proper management and use of its assets and property. The Board must also ensure that the corporation properly employs the necessary corporate formalities to make its decisions, that it prepares and submits all required state and federal reports, and that it operates in compliance with relevant state and federal laws. Board members must diligently prepare for, attend, and participate in the meetings of the Board of Directors and any Board committees as needed, in order to carry out these tasks. The Board must meet at least four times per year, and shall strive to do this by meeting at least once each quarter of the year. The role of the Board does not include direct management or conduct of the daily operations of the organization.

Section 2. Qualifications of Directors and Composition of the Board. Nominees for positions on the Board of Directors must have demonstrated a commitment to the mission and purposes of Middle Fork Willamette Watershed Council, must be members of Middle Fork Willamette Watershed Council, and must have expertise in areas relevant to the needs of the organization. There shall be a minimum of five designated Board members: two to seven shall be MFWWC voting members at large, one shall be a private timberland representative and one shall represent the environmental community. In addition, there shall be three non-voting advisory members of the Board: one representative from the US Forest Service, one representative from the Bureau of Land Management and one representative from the Army Corps of Engineers.

Section 3. Number of Directors. The Board of Directors must consist of no fewer than five and no more than ten voting members as well as three non-voting members. Non-voting Board members do not count towards a quorum.

The voting members may create new positions on the Board of Directors by passing a resolution increasing the size of the Board, and then may appoint new directors at that same meeting or at a later time to fill the newly created positions.

Section 4. Terms of Directors. Voting members of the Board will serve two year staggered terms. However, unless they formally resign or are removed from office, directors will remain in office until their successors are properly elected, designated, or appointed. There is no limit to the number of terms, successive or otherwise, a director may serve. Non-Voting members of the Board will serve indefinite terms.

Section 5. Selection of Directors.



A) Nominations. The initial members of the Board of Directors shall be appointed by the Incorporator. Subsequent directors shall be elected by the then-current voting members at an annual meeting of the voting members held for that purpose.

Nominations for new Board members may be made by the Board of Directors, by individual Board members, by voting members, or by nonvoting members.

B) Election Process. Each member will have the right to vote only for as many persons as there are director positions open on the Board of Directors at the time of the election. The vote must be by a secret ballot if any person so requests.

C) Election Policy and Procedures. The Board may prepare and adopt by resolution, a formal written policy regarding the details of the Board election process, including requirements for the announcement of elections and the solicitations of nominations, the role of a nominating committee, and the schedule and procedures that must be used to hold elections.

D) Annual Meeting. The election of directors will take place at the annual meeting of the voting members, which will be held during the first quarter of the calendar year at an exact time and place set by the Board of Directors, unless the Board or the voting members decide by resolution to set it at a different time of the year.

Section 6. ~~Removal of Directors.~~ Directors may be removed with or without cause by resolution of the Board of Directors. The Board may prepare and adopt by resolution, a formal written policy regarding the details of the Board removal process. Proper notice must be given in advance, as required for a regular meeting of the Board, stating that the removal of a director is to be considered.

Section 7. ~~Resignation of Directors.~~ A director may resign at any time. The resignation of a director must be in writing and be delivered to the Board, its presiding officer, the president, or the secretary. Once delivered, a notice of resignation is irrevocable.

Section 8. ~~Filling Vacancies.~~ The Board of Directors may, by a majority vote, elect new directors to fill any vacancies on the Board. A director elected to fill a vacancy will serve only until the next regular election of Directors, at which time she or he must be elected by the voting members in order to remain a director.

Section 9. ~~Conduct of Directors.~~ Directors must discharge their duty of loyalty and their duty of diligence in good faith with the care an ordinarily prudent person in a like position would exercise under similar circumstances and in a manner the director reasonably believes to be in the best interest of the corporation.

Section 10. ~~Quorum.~~ At all meetings of the Board of Directors, the presence or participation by phone of a quorum, which is at least a majority of the number of directors in office immediately before the meeting begins, is necessary to allow the transaction of corporate business or the making of corporate decisions.

Section 11. ~~Decision-Making and Voting.~~ All decisions require a clearly stated motion, a second, and a vote that must be recorded in the written minutes. Each voting member of the Board of Directors will have one vote. At the request of any director, the names will be recorded in the minutes of each director who voted for, voted against, or abstained on a particular motion.

The directors shall diligently and conscientiously attempt to make decisions by consensus. They shall employ all standard consensus practices and techniques including the expression and careful consideration of minority views. Where it is apparent that consensus cannot be achieved, any director may request that a vote be taken instead. Each member of the Board of Directors shall have one vote. The affirmative vote of a "consensus minus one" of the directors present at any meeting at which a quorum is present is necessary and sufficient to make a decision of the Board of Directors. "Consensus minus one" shall mean that no more than one person states that he or she chooses to "block" the passage of a motion. If a motion fails to pass by a consensus minus one vote, the Board shall attempt to identify the issue(s) of conflict and may form an ad-hoc team to address this issue. All attempts will be made to ensure that this team is comprised of a balance of those who objected to and those who supported the issue that was up for a vote. This team will meet and attempt to re-frame the issue or questions, and then report back at the next Board meeting where a second vote on the issue will be held. Should the process again fail to reach a decision, the Board will decide to either table the issue indefinitely, or seek an alternative voting procedure for the particular issue (but this alternative voting procedure must be affirmed by the established decision making process of "consensus minus -one")

Section 12. ~~No Proxy Voting.~~ No proxy voting is allowed at any meeting of the Board of Directors or as part of reaching any decision of the Board.

Section 13. ~~Telephonic Meetings.~~ Meetings may be held by telephone, or other method, so long as all participating directors may simultaneously hear and speak with each other. A director participating in such a meeting is deemed present for purposes of a quorum.

Section 14. ~~Decisions Without Meetings.~~ The Board may make any decision or take any action within its power without a meeting through a written "unanimous consent resolution" that sets forth the action so taken and is signed by all the directors then in office. The resolution is effective when the last director signs a copy of the unanimous consent resolution. The unanimous consent resolution may be sent or transmitted by mail, fax or email. The unanimous consent resolution must be filed with the corporate records.

Section 15. ~~Meetings.~~ The Board must meet at least four times per year, and shall strive to do this by meeting at least once each quarter of the year.

Section 16. ~~Notice of Meetings.~~ Notice must be given of every meeting of the Board, stating the date, time, and location of the meeting, and the purpose of the meeting if so required by law or these bylaws. The notice must be given not less than 2 days in advance of the meeting if delivered by telephone conversation or in person, and not less than 7 days in advance if delivered by first class mail, email, or fax to an address provided by the individual director.

Regular meetings: After the initial notice is given of the schedule for a series of regular meetings, which will occur at a fixed time and place, no further separate notice is required for each of those regular meetings. Notice must state the time, date, and location of the meeting. The Board may by resolution establish or change the dates of regularly scheduled meetings, with proper notice given to all directors.

Section 17. ~~Waiver of Notice.~~ Any director may waive the right to receive full advance notice of any meeting. Waivers of notice must be in writing, signed by the person entitled to notice, and must be given to the secretary to be placed in the corporate records. Waivers may be signed before or after the meeting has taken place. The attendance of a director at any meeting without specific objection to the notice constitutes a waiver of the full notice of that meeting.

Section 18. ~~Authority of Directors.~~ No Director may speak or act on behalf of the Corporation without specific authorization by the Board of Directors to do so.

#### ARTICLE V. ~~OFFICERS, CHAIRPERSON, AND STAFF~~

Section 1. ~~Officers.~~ The officers of MFWWC must carry out the policies and decisions of the Board of Directors as directed by the Board. The officers must include a president, secretary and treasurer. The Board may also elect one or more vice-presidents, a chairperson, and other officers as desired. The same person may not hold the offices of president and secretary at the same time, but the same person may hold any other two offices. Officers do not have to serve simultaneously as members of the Board of Directors. Officers who are not members of the Board have no right to vote on Board decisions.

Section 2. ~~Election and Term of Office.~~ The officers of MFWWC will be elected by the Board of Directors. As soon as possible following the election of directors, the Board of Directors will meet to elect new officers of the corporation. Each officer will hold office for one year or until her/his successor has been properly elected and has taken office, unless she or he resigns or is removed.

Section 3. ~~Removal.~~ Any officer elected by the Board of Directors may be removed by the Board of Directors whenever, in its judgment, the interests of the corporation would be best served by such removal. Removal will be without prejudice to the contract rights, if any, of the officer so removed. The person being considered for removal has

no vote in the process of removal.

Section 4. ~~Vacancies~~. If any office of the corporation becomes vacant by death, resignation, retirement, removal, disqualification, or any other cause, the directors in office, although less than a quorum, may elect an officer to fill such a vacancy. The elected officer will hold office for the remaining portion of the term of that office.

Section 5. ~~President~~. The president is the principal officer of the corporation and will, in general, supervise or oversee the supervision of all of the affairs of the corporation. The president generally will preside at all meetings of the Board of Directors, unless the Board selects another person to preside. The president will also perform other duties as may be assigned by the Board of Directors. The president may serve as an ex-officio member of any committee.

Section 6. ~~Vice-President~~. In the absence of the president or in the event of the president's inability to act, the vice-president will perform the duties of the president. The vice-president, when acting as president, will have all the powers of and is subject to all the restrictions on the president. The vice-president will also perform other duties assigned by the Board of Directors. More than one vice-president position may be created and duties clarified, in an ordinary resolution of the Board.

Section 7. ~~Secretary~~. The secretary will perform or oversee the performance of the following duties: a) record and keep the minutes of the meetings of the members and of the Board of Directors and of any Board committees, in one or more books provided for that purpose; b) see that all notices are duly given in accordance with the provisions of these bylaws or as required by law; c) be custodian of the corporate records; d) keep a register of the mailing address of each voting member as provided by such member; e) ensure that all required state and federal reports are prepared and filed in a timely fashion; and f) perform or oversee all duties incident to the office of secretary and such other duties as from time to time may be assigned by the president or by the Board of Directors. The Secretary may delegate some or all of these tasks but remains responsible for their proper completion.

Section 8. ~~Treasurer~~. The treasurer will perform or oversee the performance of the following duties: a) be responsible for the proper management and control of all funds of the corporation; b) prepare full and accurate financial records on a timely basis of all the income, expenses and assets of the corporation; c) present reports at every Board meeting on the financial affairs of the corporation; d) provide financial information necessary to prepare and file the required reports to state and federal government agencies, showing the income, disbursements, and assets of the corporation. The Treasurer may delegate some or all of these tasks but remains responsible for their proper completion.

Section 9. ~~Chair~~. The Board may elect a chair and determine his or her duties.

Section 10. ~~Executive Director and Staff~~. The Board may appoint or employ an executive director or other staff, whether paid or unpaid, to perform and conduct the programs and activities of the organization. The Board of Directors shall evaluate the performance of the Executive Director on an annual basis. Unless the Board determines otherwise, the executive director will have the power, subject to the Board of Directors, to hire staff, establish staff duties and performance standards, evaluate the performance of staff, and when necessary terminate the employment of staff of the corporation.

## ARTICLE VI. COMMITTEES

Section 1. ~~Establishment~~. The Board may establish any committee, including standing committees or temporary committees, by a resolution of the Board. Such resolutions must name the committee and the purpose of the committee, must state whether it is a "Board" committee or a "non-Board" committee, and must state what powers, authority and duties have been delegated to the committee, how the chair of the committee and how the members of the committee will be appointed or elected, and may state what procedures, if any, the committee will use in carrying out its work.

The Board of Directors must always have the power to amend, alter, or repeal the decisions of its committees, subject to limitations on the unilateral amending of contracts, interference with third-party rights, and other legal limitations.

Section 2. ~~Board Committees~~.

A. The Board may establish "Board" committees to which are delegated part of the power of the whole Board to authorize expenditures and craft budgets, policies and programs to be approved by the full Board. Such committees must be established by the affirmative vote of a majority of all directors then in office. Board committees must consist of two or more directors, and must not have any members who are not members of the Board of Directors.

B. Executive Committee: The Board may elect an Executive Committee. The Executive Committee will have the power to make decisions between Board meetings, including financial and budgetary decisions. Notice of all Executive Committee meetings must be given to all Board members, including a description of the purpose of the meeting and a solicitation of comments by the full Board of Directors. The Executive Committee must comply with the provisions of the bylaws concerning the full Board as far as those are reasonably applicable to the Executive Committee. All Executive Committee decisions must be recorded in official minutes, which will be submitted to the full Board. Unless the Board of Directors decides otherwise, the Executive Committee will consist of the president, secretary, and treasurer of the organization, so long as they are simultaneously members of the Board of Directors.

Section 3. ~~Non-Board Committees~~. The Board may establish "non-Board" committees, including working committees or advisory committees, which do not have the power to

authorize expenditures, adopt budgets, set policy, establish programs, or make decisions for the corporation. Such committees are established through a resolution adopted by the directors present at a properly called meeting. Any person may be a member of such a committee, whether or not that person is a member of the Board of Directors.

There shall be a non-Board Technical Advisory Committee.

Section 4. ~~Committee Members.~~ The Board will appoint the members of every Board committee. The President or the Board or the Chair of Non-Board committees may appoint the members of Non-Board committees. The term of office of a member of a committee will continue until his or her successor is appointed unless the committee is terminated, the member resigns or is removed from the committee, or the member ceases to qualify as a member of the committee.

Section 5. ~~Chair.~~ One member of each committee must be selected or appointed chair by the Board, or if the Board wishes, it may delegate that power to the president or the members of the committee, subject to later confirmation by the Board.

Section 6. ~~Committee Procedures.~~ Unless otherwise specified, Board Committee meetings will operate with the same quorum and voting requirements as the full Board, and as far as possible will operate according to the procedures of the Board as stated in these bylaws. If any formal decisions or resolutions are voted on at a committee meeting, then the votes and the resolutions so adopted must be recorded in the form of corporate minutes and filed with the secretary.

Section 7. ~~Limitations on Powers.~~ No committee may a) elect, appoint or remove any officer, member of the Board of Directors, or member of a Board committee; b) authorize the sale, lease, exchange, or mortgage of all or substantially all of the property and assets of the corporation; c) authorize the dissolution of the corporation or revoke proceedings therefore; d) amend, alter, or repeal the Articles, the bylaws, or any resolution of the Board of Directors; e) authorize the payment of a dividend or any part of the income or profit of the corporation to its directors or officers.

## ARTICLE VII. ~~MISCELLANEOUS PROVISIONS~~

Section 1. ~~Compensation of Officers and Directors.~~ No officer or member of the Board of Directors will receive any compensation for fulfilling the responsibilities of a member of the Board or of an officer as defined in these bylaws. However, the corporation may pay compensation to officers and members of the Board of Directors for other services performed as employees or independent contractors as long as the required rules for conflicts of interest are followed. Board members and their relatives who receive regular compensation from the corporation must always constitute less than a majority of the Board. Officers and members of the Board of Directors may receive

reimbursement for actual expenses incurred in the course of fulfilling their responsibilities.

Section 2. ~~Conflict of Interest~~. A conflict of interest is always present whenever the corporation pays money or other compensation, or provides any tangible benefits, to an officer or member of the Board or to a member of a director's or officer's family. All transactions involving conflicts of interest must be approved using the following procedures: 1) Conflict of interest transactions must be approved by the full Board of Directors; they cannot be approved by staff, the executive director, or by a committee. 2) Directors and officers who have a conflict of interest in any matter must a) declare the existence of any direct or indirect conflict of interest, b) disclose its nature on the record, and c) abstain from voting on that matter. The minutes must record this to show that it was done. 3) The rest of the Board must analyze the transaction and sufficient information to ensure that all transactions involving a conflict of interest are fair to the corporation and that no special benefits are being given to any person. The information relied upon by the Board, and its source, must be recorded in the minutes. 4) All conflict-of-interest transactions must be approved by the affirmative vote of a majority of all of the members of the Board of Directors who do not have a conflict of interest involved in that issue, as long as no less than two disinterested directors vote to approve the transaction.

All Directors and Officers must sign a disclosure of all conflicts of interest, and update it if that disclosure needs to be changed.

Section 3. ~~Tax Year~~. The tax year of the corporation is the calendar year.

Section 4. ~~No Discrimination~~. In the delivery of its services to the public, MFWWC does not discriminate for or against any person on the basis of ethnicity, nationality, place of origin, religion, gender, sexual orientation, marital status, familial status, economic status, age, or mental or physical disability.

Section 5. ~~Annual Financial Review~~. The Board must require the performance of an annual financial review which must involve the services of a trusted person with bookkeeping or accounting skills and knowledge, and which does not rely upon the services of the person who does the financial bookkeeping for the organization, or the person(s) who sign the checks for the organization. This financial review need not be formal, but must at least review and reconcile the checkbook entries, bank statements, deposit slips, receipts and expense documentation. The Board of Directors may authorize a full formal audit as necessary.

## ARTICLE VIII. AMENDMENTS

Section 1. ~~Articles of Incorporation and Bylaws~~. Amendments can be made to the bylaws of the Middle Fork Willamette Watershed Council at any time by presenting in

writing the proposed amendment to the Board of Directors. The Board of Directors will discuss the proposed amendment(s) and transmit, with recommendation, to the Voting Membership for consideration. All requests for Amendments are required to be presented in writing to the Board of Directors at least two weeks prior to the next scheduled Board meeting.

§

CERTIFICATE OF SECRETARY

I, the undersigned do hereby certify that the foregoing bylaws constitute the bylaws of Middle Fork Willamette Watershed Council, as duly adopted by the Board of Directors on the ~~10~~ day of ~~October~~, 2007.

Signed this \_\_\_\_ day of \_\_\_\_\_, 2007.

\_\_\_\_\_  
Secretary of Middle Fork Willamette Watershed Council